



NATIVE AMERICAN SPIRITUAL LEADER  
Final Filing Date: CONTINUOUS

OPEN - SPOT

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)  
SPOT EXAMINATION FOR:  
  
SEE ATTACHED LISTING

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below and who have not previously tested with CDCR during this testing period. CDCR testing period(s) for this examination is: **January - December**. Applications will not be accepted on a promotional basis.

HOW TO APPLY Submit applications to one of the address(es) indicated on the attached listing of Local Testing Offices. Candidates may only establish eligibility in one location. Applications may be filed in person or by mail.  
  
**NOTE:** Only applications with an original signature will be accepted.  
  
**NOTE:** The wearing of denim or gray sweats on institution grounds is prohibited.

APPLICATION DEADLINE/ REQUIREMENTS Each testing office will accept applications continuously and will notify and test applicants as needs warrant. All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

TEST DATE To learn more about examination date(s), contact the testing office(s) indicated on this bulletin.

SALARY RANGE(S) As of: March 7, 2013  
  
\$3,894 - \$5,110

MINIMUM QUALIFICATIONS Currently recognized as a spiritual leader and in good standing with his/her Native American Tribe, Nation, Band or Rancheria. (All candidates must attach to their application a letter of certification of good standing issued by his/her Native American Tribe, Nation, Band or Rancheria.)  
  
**And**  
**Experience:** Two years of experience as a recognized Native American spiritual leader practicing in a setting recognized by his/her Native American Tribe, Nation, Band or Rancheria.  
  
**Special Personal Characteristics:** Must show that he/she embodies fundamental Native American cultural/spiritual values with ability to effectively teach these values and instill them in others. Ability to work in the cross-cultural institutional setting; insight into the factors involved in the development of behavior problems; demonstrate aptitude for working effectively with an interest in the welfare and spiritual needs of institution residents; emotional stability; adaptability; firmness; patience; self-control; tact; good communication skills; neat personal appearance; good judgment in moral, ethical, and spiritual matters.

EXAMINATION PLAN This examination will consist of a Qualifications Appraisal Interview only. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. **CANDIDATES WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

Qualifications Appraisal -- Weighted 100.00%

**Scope:**  
Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

- A. Knowledge of:**
- 1. A Native American ceremony or cultural event.
  - 2. Factors involved in the development of behavior problems and methods of rehabilitation.
- B. Ability to:**
- 1. Organize, prepare, and conduct Native American ceremonies and cultural events.
  - 2. Instruct activities in Native American music and in the oral tradition.
  - 3. Counsel institution residents and their families on moral and ethical problems.
  - 4. Establish rapport with inmates/youthful offenders.
  - 5. Analyze situations accurately and take an effective course of action.

**If conditions warrant**, this examination may consist solely of an evaluation of each candidate's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care to accurately complete their application. List all experience relevant to the "Minimum Qualifications" shown on this announcement. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained.

ELIGIBLE LIST INFORMATION

A separate eligible list will be established to fill vacancies for the institution(s) on the attached listing. Names of successful candidates are merged onto the list(s) in order of final scores, regardless of date. Eligibility expires **24** months after establishment, unless the needs of the service and conditions of the list(s) warrant a change in this period.

POSITION DESCRIPTION AND LOCATION(S)

A **Native American Spiritual Leader**, under direction, provides spiritual and moral guidance to inmates/youthful offenders of State correctional institutions; conducts Native American spiritual ceremonies, oral traditions, cultural studies; interviews and counsels inmates on ethical and moral problems and spiritual matters, and cultural perspective; conducts and facilitates the conduct of Native American spiritual ceremonies including but not limited to the drum and revitalization ceremonies; verifies marriages and facilitates other ceremonies as needed by institution inmates/youthful offenders; organizes and instructs activities in Native American spiritual expression, oral tradition, ethics, cultural heritage, and sacred music; cooperates with other staff members in carrying out the institution treatment programs; supervises the arranging of programs conducted in the institution by visiting religious, cultural, and allied groups; counsels with families on problems involved in rehabilitation; explains and interprets the institution's religious program to community groups and to correctional personnel; serves, when designated, as a member of or consultant to the institution classification committee and does other related work.

Position(s) exist at institution(s) listed on the attached listing with CDCR

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the "Examination Application." You will be contacted to make specific arrangements.

VETERANS POINTS/ CAREER CREDITS

Veteran's Preference Points will be granted in this examination. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive Veteran's Preference Points. Career credits will not be granted in this examination.

GENERAL INFORMATION

**Applications are available at** CDCR's offices, California Department of Human Resources offices and local offices of the Employment Development Department, and online at <http://jobs.ca.gov/Profile/StateApplication>.

**Veterans Preference:** California law allows the granting of Veterans Preference Points in **Open Entrance** and **Open, Nonpromotional Entrance** examinations. Veterans Preference Points will be added to the final score of all competitors who are successful in these types of examinations and qualify for and have requested these points. Credit in **Open Entrance** and **Open, Nonpromotional Entrance** examinations is granted as follows: 10 points for veterans, widows and widowers of veterans and spouses of 100% disabled veterans; and 15 points for disabled veterans. Directions to apply for Veteran's Preference Points are on the [Veterans Preference Applications \(Std. Form 1093\)](#) which is available at the California Department of Human Resources' website, [www.jobs.ca.gov/job/VeteransInformation](http://www.jobs.ca.gov/job/VeteransInformation) or at 801 Capitol Mall, Sacramento, CA 95814, and the Department of Veterans Affairs. More information can be found at the Department of Veterans Affairs' website <http://www.calvet.ca.gov/Resources/Default.aspx>.

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the Department if the circumstances under which this examination was planned changed. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions, youth facilities, and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**If you meet the requirements** stated in this bulletin, you may take this examination. Possession of the entrance requirement(s) does not assure success in the examination or placement on the employment list. All candidates who pass the examination described in this bulletin will be ranked according to their scores.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
Telecommunications Relay Service (TRS): DIAL 7-1-1  
[www.cdcr.ca.gov](http://www.cdcr.ca.gov)

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS

ATTACHMENT

<p>AVENAL STATE PRISON P.O. BOX 8 #1 Kings Way Avenal, CA 93204 (559) 386-0587 EXT. 5082 TDD: (800) 735-2922</p>	<p>CALIFORNIA STATE PRISON, LOS ANGELES COUNTY Attn: Personnel Office 44750 60<sup>th</sup> Street West Lancaster, CA 93536-7620 (661) 729-2000 EXT. 5229 TDD: (800) 735-2922</p>	<p>DEUEL VOCATIONAL INSTITUTION P.O. BOX 400 23500 Kasson Road Tracy, CA 95378-0400 (209) 835-4141 EXT. 5635 TDD: (800) 735-2922</p>
<p>CALIFORNIA CORRECTIONAL CENTER P.O. BOX 790 711-045 Center Road Susanville, CA 96127-0001 (530) 257-2181 EXT. 4397 (800) 735-2922 TDD: (800) 735-2922</p>	<p>CALIFORNIA STATE PRISON, SACRAMENTO P.O. BOX 290010 Represa, CA 95671-0010 (916) 985-8610 EXT. 5336 TDD: (800) 735-2922</p>	<p>FOLSOM STATE PRISON P.O. BOX 71 300 Prison Road Represa, CA 95671 (916) 985-2561 EXT. 4785 TDD: (800) 735-2922</p>
<p>CALIFORNIA CORRECTIONAL INSTITUTION P.O. BOX 1031 24900 Highway 202 Tehachapi, CA 93581 (661) 822-4402 EXT. 4223 TDD: (800) 735-2922</p>	<p>CALIFORNIA STATE PRISON, SAN QUENTIN San Quentin, CA 94964-1086 (415) 454-1460 EXT. 5021 TDD: (800) 735-2922</p>	<p>HIGH DESERT STATE PRISON P.O. BOX 270220 Susanville, CA 96127-0220 475-750 Rice Canyon Road Susanville, CA 96130 (530) 251-5100 EXT. 5634 TDD: (800) 735-2922</p>
<p>CALIFORNIA INSTITUTION FOR MEN P.O. BOX 128 14901 Central Avenue Chino, CA 91710 (909) 597-1821 EXT. 4440 TDD: (800) 735-2922</p>	<p>CALIFORNIA STATE PRISON, SOLANO P.O. BOX 4000 2100 Peabody Road Vacaville, CA 95696-4000 (707) 451-0182 EXT. 5557 TDD: (800) 735-2922</p>	<p>IRONWOOD STATE PRISON P.O. Box 2229 19005 Wiley's Well Road Blythe, CA 92226 (760) 921-3000 EXT. 5403 TDD: (800) 735-2922</p>
<p>CALIFORNIA INSTITUTION FOR WOMEN P.O. Box 6000 Corona, CA 92878-6000 16756 Chino-Corona Road Corona, CA 92880-9508 (909) 597-1771 EXT. 5530 TDD: (800) 735-2922</p>	<p>CALIPATRIA STATE PRISON P.O. BOX 5001 7018 Blair Road Calipatria, CA 92233 (760) 348-7000 EXT. 5229 TDD: (800) 735-2922</p>	<p>KERN VALLEY STATE PRISON P.O. Box 6000 3000 West Cecil Avenue Delano, CA 93216 (661) 721-9488 EXT. 5606 TDD: (800) 735-2922</p>
<p>CALIFORNIA MEDICAL FACILITY P.O. Box 2000 1600 California Drive Vacaville, CA 95696-2000 (707) 453-7082 TDD: (800) 735-2922</p>	<p>CENTINELA STATE PRISON P.O. BOX 731 2302 Brown Road Imperial, CA 92251 (760) 337-7900 EXT. 5218 TDD: (800) 735-2922</p>	<p>MULE CREEK STATE PRISON P.O. Box 409099 4001 Highway 104 Ione, CA 95640 (209) 274-4911 EXT. 5261 TDD: (800) 735-2922</p>
<p>CALIFORNIA MEN'S COLONY P.O. Box 8101 Highway 1 San Luis Obispo, CA 93409-8101 (805) 547-7900 EXT. 7943 TDD: (800) 735-2922</p>	<p>CENTRAL CALIFORNIA WOMEN'S FACILITY P.O. BOX 1501 23370 Road 22 Chowchilla, CA 93610-1501 (559) 665-5531 EXT. 5041 TDD: (800) 735-2922</p>	<p>NORTH KERN STATE PRISON P.O. Box 5007 2737 West Cecil Avenue Delano, CA 93216-5007 (661) 721-2345 EXT. 5325 TDD: (800) 735-2922</p>
<p>CALIFORNIA REHABILITATION CENTER P.O. BOX 1841 5<sup>th</sup> and Western Norco, CA 92860 (951) 273-2945 TDD: (800) 735-2922</p>	<p>CHUCKAWALLA VALLEY STATE PRISON P.O. BOX 2289 Blythe, CA 92226 19025 Wiley's Well Road Blythe, CA 92225 (760) 922-5300 EXT. 5202 TDD: (800) 735-2922</p>	<p>PELICAN BAY STATE PRISON P.O. BOX 7200 5905 Lake Earl Drive Crescent City, CA 95532-7200 (707) 465-9028 TDD: (800) 735-2922</p>
<p>CALIFORNIA STATE PRISON, CORCORAN P.O. BOX 8800 4001 King Avenue Corcoran, CA 93212-8309 (559) 992-8800 EXT. 5009 TDD: (800) 735-2922</p>	<p>CORRECTIONAL TRAINING FACILITY P.O. BOX 686 Highway 101 North Soledad, CA 93960-0686 (831) 678-3951 EXT. 4570 TDD: (800) 735-2922</p>	<p>PLEASANT VALLEY STATE PRISON P.O. BOX 8506 24863 West Jayne Avenue Coalinga, CA 93210-1135 (559) 935-4966 TDD: (800) 735-2922</p>
<p>RICHARD J. DONOVAN CORRECTIONAL FACILITY 480 Alta Road San Diego, CA 92179 (619) 661- 7868 TDD: (800) 735-2922</p>	<p>SALINAS VALLEY STATE PRISON P.O. BOX 1020 31625 Highway 101 Soledad, CA 93960 (831) 678-5500 EXT. 5584 TDD: (800) 735-2922</p>	<p>SIERRA CONSERVATION CENTER P.O. BOX 497 5100 O'Byrnes Ferry Road Jamestown, CA 95327 (209) 984-5291 EXT. 5137 TDD: (800) 735-2922</p>
<p>SUBSTANCE ABUSE TREATMENT FACILITY &amp; STATE PRISON at CORCORAN P.O. BOX 7100 900 Quebec Avenue Corcoran, CA 93212-7100 (559) 992-7100 EXT. 5646 TDD: (800) 735-2922</p>	<p>VALLEY STATE PRISON P.O. BOX 99 21633 Avenue 24 Chowchilla, CA 93610-0099 (559) 665-6100 EXT. 5603 TDD: (800) 735-2922</p>	<p>WASCO STATE PRISON RECEPTION CENTER P.O. BOX 8800 701 Scofield Avenue Wasco, CA 93280-8800 (661) 758-8400 EXT. 5192 TDD: (800) 735-2922</p>
<p>N.A CHADERIJAN YOUTH CORRECTIONAL FACILITY P.O Box 213014 Stockton, CA 95213-9014 (209) 944-6181</p>	<p>NORTHERN CALIFORNIA YOUTH CORRECTIONAL FACILITY P.O. Box 213004 Stockton, CA 95213-9004 (209) 944-6181</p>	<p>O.H CLOSE YOUTH CORRECTIONAL FACILITY P.O Box 213001 Stockton, CA 95213-9001 (209) 944-6181</p>
<p>RICHARD A MCGEE CORRECTIONAL TRAINING CENTER 9850 Twin Cities Rd. Galt, CA 95632</p>	<p>VENTURA YOUTH CORRECTIONAL FACILITY 3100 Wright Rd. Camarillo, CA 93010 (805) 278-3724</p>	